

# CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY

X	FEPA
X	EEOC

CHARGE NUMBER

Montgomery County Office of Human Rights

and EEOC

*State or local Agency, if any*

NAME (*Indicate Mr., Ms., Mrs.*)

Mr. David Timbers

HOME TELEPHONE (*Include Area Code*)

571-326-9984

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

7003 Jefferson Avenue

Falls Church, Virginia 22042

05/05/1955

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (*If more than one list below.*)

NAME

Telligent Masonry, LLC

NUMBER OF EMPLOYEES, MEMBERS

15+

TELEPHONE (*Include Area Code*)

301-926-9600

STREET ADDRESS

2273 Research Blvd., Suite 550

CITY, STATE AND ZIP CODE

Rockville, MD 20850

COUNTY

Montgomery  
County

NAME

TELEPHONE NUMBER (*Include Area Code*)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (*Check appropriate box(es)*)

RACE

COLOR

SEX

RELIGION

AGE

RETALIATION

NATIONAL

DISABILITY

OTHER (*Specify*)

DATE DISCRIMINATION TOOK PLACE  
EARLIEST (ADEA/EPA)

LATEST (ALL)

07/01/2020

09/23/2020

CONTINUING ACTION

THE PARTICULARS ARE (*If additional paper is needed, attach extra sheet(s)*):

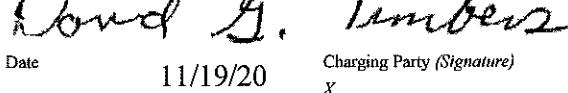
- I. I began my most recent employment with Respondent in March of 2019 as a Brick Mason. During my employment with Respondent I always performed my job duties in a competent manner and met Respondent's reasonable expectations.
- II. During my employment, I have been discriminated against due to my race (African American), including being subjected to a hostile work environment ("HWE"), and otherwise been harassed by my three (3) immediate supervisors Jose Valladares, Joseph Williams (Senior Project Manager), and Tranquilino Villegas (General Superintendent) from July 1, 2020 until my termination on September 23, 2020. For example, on or around July 31, 2020, I was denied work opportunities which was tantamount to a de facto demotion and/or suspension without pay. As a result, on or around September 16, 2020, I made an internal complaint with Tranquilino Villegas alleging that I was being discriminated against and/or being subject to a HWE due to my race (African American). During this conversation, I also indicated that I would be filing a charge with the Equal Employment Opportunity Commission ("EEOC"). Shortly thereafter, I was contacted by a representative in Respondent's HR department who, among other things, asked whether I would still be filing a charge with the EEOC. I indicated that I would still be filing the charge.
- III. On or around September 23, 2020, I received a termination notice in the mail indicating that I was being terminated for my "conduct over the last several months." I also received an Employee Disciplinary/Termination Form which contained false allegations of poor performance and "making threats toward another employee." Respondent's reasoning for my termination was a pretext for its actual motivation, to discriminate against me due to my race (African American) and/or to retaliate against me for engaging in protected activity. Despite being aware of the constant discrimination, harassment and/or HWE, Respondent failed to take any action to stop the discrimination, harassment and/or HWE.
- IV. I have been subjected to a continuous HWE and/or unlawfully discriminated against due to my race (African American) in violation of Title VII of the Civil Rights Act of 1964, as amended.
- V. I have been subjected to continuing retaliation since September of 2020 for lodging a complaint of discrimination against my supervisors.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

  
Date 11/19/20 Charging Party (Signature) X

SIGNATURE OF COMPLAINANT

X

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
(Day, month, and year)